



MAYOR & COUNCIL MEETING NOTICE & AGENDA

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Mayor and Council and to the general public that the Mayor and Council will hold the following meeting, which will be open to the public:

REGULAR AGENDA CITY OF SOUTH TUCSON TUESDAY, NOVEMBER 17, 2020 6:00 P.M.

SPECIAL MEETING NOTE: Due to the impacts of the COVID-19 pandemic, which have prompted declarations of a public health emergency at local, state, and federal levels, this meeting will be conducted using measures to protect public health. This meeting will be held in the City of South Tucson Council Chambers, as permitted under Arizona law. Special precautions will be undertaken that will include:

Public access to the Mayor and Council Chambers will be restricted in order to prevent a large or close gathering of the members of the public and to promote social distancing. A separate meeting room within City Hall will be equipped to allow a limited number of persons listen the meeting in that location. Social distancing practices will also be used within this separate meeting room in order to protect public health.

This meeting will not include any items that will involve time set aside for public comments. In recognition of the current public health emergency, members of the public are encouraged NOT TO ATTEND THE MEETING IN PERSON. A recording of the Council meeting will be posted on the City's website within three working days of the Council meeting.

PLEASE BE AWARE THAT THESE MEASURES ARE IN PLACE TO LIMIT THE NEED FOR MEMBERS OF THE PUBLIC TO PARTICIPATE IN A LARGE PUBLIC GATHERING, WHILE ENSURING THAT THE DISCUSSIONS, DELIBERATIONS AND ACTIONS OF THE MAYOR AND COUNCIL ARE TRANSPARENT AND CONDUCTED OPENLY.

**MAYOR AND COUNCIL CHAMBERS
1601 SOUTH 6TH AVENUE, SOUTH TUCSON, ARIZONA**

***TENTATIVE AGENDA**

- 01 CALL TO ORDER
- 02 PLEDGE OF ALLEGIANCE
- 03 MISSION STATEMENT
- 04 ROLL CALL
- 05 APPROVAL OF MINUTES:

OCTOBER 20, 2020 - REGULAR MEETING

- 06 MAYOR AND COUNCIL MEMBERS:
 - REPORTS OF CURRENT EVENTS
 - FUTURE AGENDA ITEMS
- 07 CITY MANAGER AND DEPARTMENT HEADS:
REPORTS TO MAYOR AND COUNCIL
- 08 INSTALLATION OF NEWLY ELECTED COUNCIL MEMBERS
 - PAUL DIAZ
 - HERMAN LOPEZ
 - RITA ROGERS
 - ANITA ROMERO
- 09 ELECTION OF MAYOR
- 10 APPOINTMENT OF VICE MAYOR
- 11 APPOINTMENT OF ACTING MAYOR
- 12 ADJOURNMENT

****Please note that this tentative agenda may be changed prior to the scheduled meeting by modifying or deleting listed matters or adding new ones. Anyone interested in the final agenda for the meeting should contact the City Clerk's Office at (520) 792-2424 twenty-four (24) hours in advance of the meeting.***

Minutes of the Regular Meeting of the Mayor and Council of the City of South Tucson, Arizona, held Tuesday, October 20, 2020, at 6:00 p.m. at the City of South Tucson Council Chambers, 1601 South 6th Avenue, South Tucson, Arizona.

Staff Present: Veronica Moreno, Interim City Manager
 Lourdes Aguirre, Finance Director
 Bobby Yu, City Attorney
 Manny Amado, Public Safety Director
 Capt. Luna, Fire Department
 Capt. Leyvas, Fire Department

Council Present: Bob Teso
 Herman Lopez
 Paul Diaz
 Akanni Oyegbola
 Rita Rogers
 Anita Romero
 Robert Romero

Mayor Teso called the meeting to order at 6:00 p.m., and led the Pledge of Allegiance.

ITEM #03 – MISSION STATEMENT

Councilwoman Rogers read the City's Mission Statement.

ITEM #04 – ROLL CALL

All members of the Council were present. Councilman Oyegbola attended the meeting remotely.

ITEM #05 – APPROVAL OF MINUTES – REGULAR MEETING, OCTOBER 6, 2020

Mayor Teso: Does anybody have any additions or corrections?

Councilwoman Rogers: Mr. Mayor, I have just one which is kind of insignificant, but I have to let it be known just because I want you to know I read the minutes. But anyway, it's page three, the first paragraph. And it says in that first paragraph, "The City Manager implements the policy," blah, blah, "adopted by the City Council and is responsible and charged with the duties to oversee the day to," and it's supposed to say "day to day". Do you see it?

Mayor Teso: No. You said ...

Minutes of Regular Meeting

October 20, 2020

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Councilwoman Rogers: The second ...

Mayor Teso: ... the first ...

Councilwoman Rogers: ... line ...

Mayor Teso: ... paragraph?

Councilwoman Rogers: ... from the bottom.

Mayor Teso: You said the first paragraph?

Councilwoman Rogers: No. Yeah, the first big paragraph on page three. And, to oversee the day to day.

Ms. Moreno: I see it.

Mayor Teso: Okay.

Councilwoman Rogers: Okay. That, I mean, that's about it, but I kind of think it wouldn't hurt to put it in correctly.

Mayor Teso: Okay. Anyone else have any comments on the minutes?

(No comments from the Council)

Acting Mayor Diaz: Mr. Mayor, if there are no further corrections, I move to approve the minutes of October 6, 2020, Regular Meeting.

Vice-Mayor Lopez: Second.

Mayor Teso: Okay, moving onto the vote.

Mayor Teso: Mr. Romero.

Councilman Romero: Aye.

Mayor Teso: Ms. Rogers.

Councilwoman Rogers: Aye.

Mayor Teso: Ms. Romero.

Councilwoman Romero: Aye.

Mayor Teso: Mr. Oyegbola.

Councilman Oyegbola: Aye.

Mayor Teso: Mr. Diaz.

Acting Mayor Diaz: Aye.

Mayor Teso: Mr. Lopez.

Vice-Mayor Lopez: Yes.

Mayor Teso: Aye. Motion carries.

ITEM #06 – MAYOR AND COUNCIL MEMBERS: REPORTS OF CURRENT EVENTS; FUTURE AGENDA ITEMS

Mayor Teso: Does anybody have any current events they'd like to report on?

Acting Mayor Diaz: I have one. Being a board member of Project PPEP, I guess I'm kind of getting the information from Dr. John Arnold, who is providing all the food boxes that arrive here in South Tucson. And the last time, we had over 150 boxes to provide for the community. And, of course, our volunteers came from all over and part of them are from this community themselves. So, this Thursday, again, start about 9:30, that's the approximate time the truck will arrive, 150 boxes, again, will be delivered here for South Tucson for distribution. And just, and it will probably continue on until the end of the year, every Thursday at 9:30. Thank you for your help if you participate, and thank you, again, for all the support that the Project is having. Thank you.

Vice-Mayor Lopez: Mr. Mayor, we have a report out tomorrow from the Pima County Flood, and they're going to be discussing the drainage and the study that they've been conducting, which is almost completely over. But they've got a report tomorrow at 3:00 through Zoom. And then, also, we have, we have a meeting at 9:30 with the Pima County Flood Control.

Mayor Teso: What time is that at?

Vice-Mayor Lopez: At 9:30.

Mayor Teso: 9:30? Okay.

Vice-Mayor Lopez: That's all I have, Mr. Mayor.

Mayor Teso: Alright. Anybody else have any current events?

Councilwoman Rogers: Oh, Mr. Mayor, I just wanted to ask if anybody happened to go to the Saturday and Sunday event at Santa Rosa's Café, meeting Tucson.

Mayor Teso: No, I didn't.

Councilwoman Rogers: It's two days right in South Tucson (inaudible). Tucson Meet Yourself was the name of the (inaudible).

Mayor Teso: Oh, ...

Councilwoman Rogers: (Inaudible).

Mayor Teso: ... that was, wasn't that a Zoom meeting this year?

Councilwoman Rogers: Pardon?

Mayor Teso: It was a Zoom meeting, wasn't it, of some sort?

Councilwoman Rogers: Oh, oh, maybe.

Mayor Teso: Yeah.

Councilwoman Rogers: But there were a lot of people there, tents.

Mayor Teso: Yeah, it's not, not quite the same. Okay. Moving onto Future Agenda Items. Does anybody have any Future Agenda Items?

(No future agenda items from the Council)

Mayor Teso: No? Do we have a motion?

Councilwoman Rogers: Oh, Mr. Mayor. Can I ask a question, see if you can all solve it because two weeks from tonight, I think it's our next meeting, and I would prefer not to have to meet at 6:00 when the polls are still open. So, I wonder if we could meet at 7:00.

Mayor Teso: Okay. Yeah, I think we were discussing, the other day, about moving the meeting forward on, yes?

Ms. Moreno: If I may, Mayor, yes, Councilwoman Rogers, the Mayor and I were just discussing this yesterday ...

Councilwoman Rogers: Okay.

Ms. Moreno: ... and I guess I overlooked it, but according to our City Code, after an election, the General Election, is the following meeting is when Mayor and Council appoint the newly elected Council and that's the time where the Mayor is appointed. So, being that November 3rd is Election Day, it would be up to the Mayor if he wishes to cancel the meeting for that evening.

Mayor Teso: Yeah.

Ms. Moreno: And reconvene on the 17th of November.

Councilwoman Rogers: We could (inaudible) after elections, so we could meet there, it could be (inaudible) not sworn in?

Ms. Moreno: No, no. According, I'm sorry, according to City ordinance, and I'll read it out loud. I actually brought it with me 'cause I was anticipating to report this on the next item, but I'll read it out loud. So, "After

the first meeting of their election and qualification, the Council shall elect a Mayor among their number." So, basically, at the first meeting after the election, which the election is November 3rd.

Mayor Teso: Right.

Ms. Moreno: So the subsequent meeting would be November the 17th. So, that's when you'd be appointed for your new term. So, you're fine. And then on November 17th, which is the third Tuesday of the month, is when you would, we would have a Council meeting and we would have the swearing in of the newly elected, I know we have incumbents, and then that would be the agenda where a Mayor is appointed. And then, Mayor, again, you know, appoints a Vice-Mayor and the Acting Mayor.

Mayor Teso: Okay.

Ms. Moreno: In accordance with the City Code.

Mayor Teso: Do we have any other ...

Ms. Moreno: So, I don't want to put you on the spot, Mayor. I'm so sorry, but is the plan to cancel the meeting for November 3rd, since it's Election Day?

Mayor Teso: I would think that that would probably be in order because of, because of the elections.

Ms. Moreno: Okay. Just to make sure everybody knows that it will be cancelled because of elections.

Vice-Mayor Lopez: Make sure you let Council member Akanni know.

Ms. Moreno: Yes. Akanni, did you hear?

Councilman Oyegbola: I agree.

Ms. Moreno: Okay. Thank you.

Mayor Teso: Okay. If there's nothing, nothing else on Item #06, we'll move onto Item #07.

ITEM #07 – CITY MANAGER AND DEPARTMENT HEADS REPORTS TO MAYOR AND COUNCIL

Ms. Moreno: Thank you, Mayor, members of the Council. I basically just gave a report that I intended to provide you with, and it was asking Mayor and Council about how you wanted to handle the meeting for Tuesday, November 3rd. We just decided there will be no meeting because of the election. And then I also pointed out the ordinance for the appointment of the Mayor and the newly elected Council.

Mayor Teso: Okay. Is that it? Okay. Moving onto Item #08.

ITEM #08 – DISCUSSION AND DIRECTION REGARDING CITY OF SOUTH TUCSON FIRE DEPARTMENT - RESERVE STAFFING OPERATIONS

Ms. Moreno: Yes, thank you, Mayor, members of the Council. As you just read out loud the topic of discussion for this item, and I'm just going to read out loud what I, all handed you over with, as far as my report, so I can make sure that I cover all the facts here. So, once again, good evening, Mayor, members of the Council. The purpose of tonight's discussion is to address the Fire Department and its current operations. My report will be followed by Public Safety Director Manny Amado who has prepared an assessment and Lourdes Aguirre, Finance Director, to address the financial impact. I have reported to you at a previous Council meeting that the staffing levels of the Fire Department are very critical and met with you in August during Executive Session to discuss the financial liability that has come to surface due to the method in which the Reserve fire fighters have been scheduled to work as a result of not having full-time personnel in the Fire Department, and consequentially meeting the PSPRS, Public Safety Personnel Retirement System membership criteria. This matter is currently under legal review by attorney Pam Treadwell, who has recently been appointed to represent the City in this matter. To address the staffing challenges currently in the Fire Department, an anonymous survey was prepared with questions made up by the assistance of Public Safety Director. The goal of the survey was to allow the Reserve fire fighters an opportunity where they can provide feedback in a manner that is transparent to City management and provide a platform to assist in conveying to City Council the distressed position the Fire Department faces daily with filling shifts, and offer a short-term solution while possible incentives for Reserve fire fighters to address the day-to-day staffing challenges. The survey was emailed to all 30 active Reserve Fire Fighters on September 5th and closed on September 30th, with a total of 28 responses. The survey revealed that a combined response rate of 80% of the respondents agree that although there are other driving factors that prevent them from being available to work the hourly rate they are paid, which is equal to minimum wage, is a deterrent. In the process, there were other concerns that were revealed, which include equipment, safety, training, staffing the Fire Department at optimal levels and personnel matters that are currently be addressed. Of the 30 active Reserve Fire Fighters, approximately an average of 13 Reserves make themselves available on a consistent basis to cover shifts month to month. Therefore, when a vacant spot cannot be filled, this creates additional overtime for the only two full-time Captains. Unfortunately, utilizing the 13 Reserves for this purpose is no longer an option as it has previously resulted in meeting Public Safety Personnel Retirement System membership criteria. (Inaudible) the month of August a change in the scheduling model took place to evenly rotate and reduce hours assigned to Reserves, which is vital in reducing liability to Public Safety Retirement System. Although the City ideally prefers to rotate all active Reserves in an effort to reduce pension liability, it has been faced to make the difficult decision of utilizing some of the more consistent Reserves on the schedule to prevent the liability of (inaudible) two per shift. Considering the challenge explained and the testimony from the Reserves collected by the survey, staff is recommending a short-term solution to address the day-to-day staffing challenges. The recommendation is to increase the hourly rate of Reserve Fire Fighters, Reserve Paramedics, Reserve Captains and allow for premium pay when scheduled to work holidays. This recommendation is being made to entice the Reserve Fire Fighters to provide more availability to work and relieve the City's financial liability to Public Safety Personnel Retirement System. In the past, you have heard pleas from Fire Department personnel to hire a fourth man. However, given all the challenges being faced regarding increased pension rates, aged equipment, and all the costs associated with hiring at minimal the first, second, and third, the fourth man is far

from reach. The Fire Department operates with three shifts and in accordance with OSHA, should have no less than four on each shift. The Reserves have made it possible for the Fire Department to function since without them, it does not exist with only two full-time Captains on the roster. Of three shifts, one is entirely filled by Reserves, with three crew members per shift, and relying on the automatic IGA with City of Tucson to assist during hazardous calls. This is a short-term resolution to a long-term problem as it pertains to the Fire Department as a whole and how the City wishes to continue providing services to the community. That will require Study Sessions, in-depth review of costs, options that may not be appealing to the Council and decision-making. For that, the Finance Director, in collaboration with the City's financial adviser, are preparing to address this topic at a future Council meeting. So with that, Mayor and Council, I'm going to turn it over to Chief Amado, who has prepared, what you all have in front of you, an assessment of what he has determined, based on his, in his position as Public Safety Director.

Chief Amado: Mr. Mayor, members of the Council, I'm going to go through this fairly quickly. Obviously, you have it with you. You can take it home and read it in-depth. If you have any questions, you can certainly reach out to me. I'll give you the gist of what this assessment is about. Let me first say that this assessment came about because of several conversations that I've had with Interim City Manager Moreno, previous City Manager John Vidaurri, the Finance Director, in regards to operations in the Fire Department and its budget and its staffing. I've been overseeing the Fire Department as Public Safety Director for 35 months now, almost three years. It will be three years in November. I have this in my assessment, but I'll give you just a quick reminder, if you will, of how I came to the position. When I was appointed by then City Manager Sixto Molina to be Public Safety Director, it was to basically oversee administrative operations and to work with the administrative Captain at that time. There was no additional pay involved. There was just the title of Public Safety Director/Chief of Police, which this agency has had in the past under different circumstances. And I can get back to that as well. At the time that I was appointed, I was told by then City Manager Sixto Molina, you have an administrative Captain that is experienced, has many years working in the field, has been basically running the Fire Department, overseeing daily operations. That administrative Captain was in place for about three months, maybe four months before he resigned. And Corey, Mr. Corey Lakowski. And we remember what happened with that. So, that left myself and my two full-time Captains, who happen to be here tonight, Capt. Leyvas and Capt. Luna, to pick up the pieces, so to speak. Now, I will say in the spirit of full disclosure, there was still funding for administrative Captain. Okay? But I believe in, and I still do, promoting from within. However, at that time, in conversation with my two Captains, they have not been trained up by Corey or anyone else to take that spot. And something that we've shared since then, basically learning as we go along. And we have. There's a lot of things that we have learned about. There's a lot of things that I've learned about, you know, from the Captains about fire operations. There's a lot that I learned from reaching out to other fire departments, specifically TFD because they are our sister agency and we have an IGA with them. But something I want to point out, and I have it in my assessment, and it was something that was actually brought up in the questionnaire in a response from the Reserves is that no matter how much I try to learn, I'm not a Fire Chief. I do not know half of what they know, and certainly not what a Fire Chief knows to run daily operations. I've been a cop for 32 years. That, I can do blindfolded, literally. A fire department is a much more complex animal. And I just simply will not be able to run a fire department as a Fire Chief alone, or even with my two Captains. And God knows they have tried. And they, to their credit, we are where we are now and still able to provide service because of them, with some assistance from the Reserves. But again, and this was mentioned in the questionnaire from the Reserves, very respectfully they said, Chief Amado, nice guy, not a Fire Chief, doesn't know fire operations, and they're absolutely correct. But I do know something about

budgets, operations, and running a business. Police side is a Public Safety business, just like the Fire Department side. The other thing that I've seen is that it is very expensive in the Fire Department. Their fire trucks are expensive, to repair them is expensive. Their gear is expensive. Everything from boots to turn-out gear, and there is a lot that goes into standards and compliance in the firehouse; that includes exhaust fans, that includes the bay, right down to the bunkhouse where they sleep, which I mention in my assessment is very much outdated and is not industry standard compared to other fire departments. But the biggest challenge is staffing and getting the Reserves to volunteer to come in. We have two full-time Captains. I think at one time, the fire department had eight, maybe ten full-time, up to twelve full-time fire fighters. Now, we rely, we rely on, I think you said 30 Reserves, 30 to 34 Reserves to come in and staff for us. This is in the assessment. Here's the issue with that. They work full-time jobs at other fire departments. So coming in is not always a viable option. At the same time, they're making way much more money working at other fire departments than they are here, and they're working with better equipment, updated equipment, updated firehouse. One of the questions asked in the questionnaire was why did you apply to be a Reserve Fire Fighter here. Experience. Our fire department runs a lot of EMS calls, medical calls, much more than many of the other agencies. I'm not including TFD in this because TFD does not allow their full-time fire fighters to work as Reserves. The fire fighters that were here before under Captain Lakowski, those that worked for TFD were all retired. So they were able to put in time whenever they could because they didn't have to worry about going back to their full-time job at TFD. TFD does not allow their Reserves to work. So, we rely on Golder Ranch, Northwest Fire, Green Valley, you know, Tohono O'odham, Pascua Yaqui, Drexel Heights. We rely on all of these to come in and provide service for us when they're working full-time somewhere else. We are not their primary responsibility. That is just a business fact. Their primary responsibility is going to be Drexel Heights, Pascua Yaqui, Golder Ranch. They'll come in and work when they can. As Interim City Manager Moreno stated, you have maybe five, six, a handful that do make the time to come in. But then they get overworked and they get worked full-time because we need the staff. And then that puts the City, as I found out over the last year, over a year, on the book for pensions. But what are we gonna do? We need the staff. I've told my Captains, if you only have two on shift, and the only person that can come in is somebody who's already worked over 40 hours, bring 'em in. And we're just gonna have to discuss that. But safety comes over the money always. I think we're all in agreement with that. Some of the reasons they don't work. Okay. You heard some of it. The pay is low, the equipment is outdated. That's in my assessment. Training is simply not provided the way it could be because of lack of money. If you look at my assessment, I have the amount of the budget listed in here. It's like \$720,000. Eight-two percent of that goes for personnel. Now, when I say personnel, that doesn't mean their salaries because they're making much less than their counterparts. That goes to uniforms. It goes to pension. It goes to insurance. Eight-two percent. The remainder is left for operations. A fire truck, refurbished, used, on a good day will run you \$80,000, \$90,000. I'm sure you can get one out there for \$50,000 and roll the dice. A brand new one is going to run you about \$250,000, \$300,000, \$500,000. Capt. Luna has worked on those projects with the Finance Director and the Grants Writer, Irma, who has helped. However, before anybody says, "What about grants?" There are very few grants out there that fund 100%, which is really what we need. Most grants out there want you to give something back in time, or we have to pay a share. She was able to secure a grant from Firehouse Subs for \$20,000 plus, I think it was \$22,000 for turn-out gear. That's great. However, we have 30, 34 fire fighters. That only paid for eight. And according to OSHA, turn-out gear should be fitted. So in other words, Capt. Luna, Capt. Leyva, when they get turn-out gear, it gets specifically tailored to them. But the way that we're operating, we have eight new turn-out gear, suits, but we have fire fighters that may come in and work once a month and we have to go, "Well, this one kind of fits you," and have them wear it. Not the way it should be. The staffing is definitely a

challenge. One of the other things that was mentioned, of course as I stated, was, you know, leadership, meaning specifically, me. And they're absolutely correct. How am I going to properly oversee daily operations when I may not know what I'm looking at. I can look at budgets. I can say, "Okay, you're spending too much here. We need to do something here. Let's get some CDBG money for this." Capt. Leyvas heads that up, the CDBG. But other operations, I'm not gonna know. I can ask questions, but I'm not gonna recognize it right off the bat. The Captains can, but they have deficiencies in administration, not by any fault of their own because they were not, again, trained up. They were Captains out in the field, equivalent to a Sergeant in the Police side. And any fire administrator will tell you that. On the first page of the assessment, I put this in here because I thought it was very interesting, where it says background history, I was looking through some archives in the Tucson Citizen, and actually came across a website that has the fire department going all the way back to 1943. A bunch of clips had been (inaudible). Somebody that, I, I can forward it to all of you so you can take a look at it. But what was interesting is back in 1943, the City of Tucson was gonna go into an IGA, an intergovernmental agreement, with the City of South Tucson. But the attorney at that time, Mr. Lyons was his name, told them not to because it was too much of a liability. There was two reasons he cited. One was the liability in the event that Tucson Fire apparatus came into South Tucson to fight a fire and now a resident of Tucson needed that fire truck and they were delayed getting there, which is the same thing that I'm hearing now from TFD. The other thing, and this might ring a bell, the other issue that he brought up into not going into this agreement was if Tucson sends one of their fire trucks here, it breaks in South Tucson, now it's out of service. They're on the hook for it, but they're also on the hook for the lack of service if they can't respond. Same thing that was brought up to me by an Assistant Chief after the Spanish Trail fire, because they had a fire truck that they thought they had, had broken. And there was, we had about an hour conversation after that in regards to all the resources that they used for that. Here we are, 2020, same concerns are still there. Back then, the attorney said, "Don't do it." So, they voted thumbs down unanimously not to go into that IGA, which then forced the City of South Tucson to buy a fire truck. They took money from the War Effort. They bought a fire truck and they threw together, and I mean literally threw together an all volunteer fire department. This is, again, according to the archives of how it came about. Right now, the staffing issue and the agreement, and I can say this on record, the agreement, every time that we have with Tucson Fire Department, every time they send resources in, and they've made it very clear, we're not your fourth man. We're not your fourth man. We provide one, but it's not in place of. You should have a fourth man. You should have three people on. But in my assessment, I have listed the full days that we've run with only two people, that's not including, and the Captains can correct me if I'm wrong, days that we've started out with two people but we were lucky to call somebody in, either the front half or the back half of the shift. But I've gone back there myself when I see two people, two fire fighters sitting at the table. I go, "Where's your third?" "Hopefully, they'll be here in an hour," 'cause they're trying to get 'em called in. They have to, what I call "cold call", when somebody gets called away. And that happens while they're on shift. And, you know, the, the Captains can expand further on that. They'll be working. They get a call from their full-time employer, "You need to come in." For whatever reason, they have to leave, leaving our two to find somebody to cold call and get 'em to come in. It doesn't always work. So there's a safety issue there. But also, my point was with the IGA with TFD, I personally, as a Public Safety Director, what I've seen in the last almost three years, and I'm guilty of this myself, is we rely way too much on TFD that they're always gonna be there. And we've been lucky. But they have also been very vocal with me and even one of the Captains, "You guys gotta do something." You, meaning the City. You've gotta do something for staffing. You've gotta do something for equipment. There is nothing more embarrassing, and Capt. Leyva is gonna attest to that, and to show up to a structure fire and your water cannon fails to operate. And you have to tell TFD, "Yeah, our equipment just

kind of bit it." So now, we're relying on their resources to come in. It got repaired, but it's not something that you can always predict. With something that is over 20 years old, and that we bought used. If I'm not mistaken, we bought it used, not refurbished. It's got many, many, many, many hundreds and hundreds, if not thousands of hours of use on it, 'cause that's how they rate 'em is by hours of use. The IGA, the biggest concern that I have, that Ms. Moreno has, Ms. Aguirre has, that the fire fighters have is that somebody here is gonna get a call saying, "We need to revisit this." And we cannot continue this way. With the previous Fire Chief, he was actually an Interim, Joe Gullota, he had expressed to me the pressure that he was, I think I shared it with this Council, pressure he was getting from City Manager and from Council as to why fire trucks were coming into South Tucson. After the Spanish Trail fire, there were quite a few phone calls to City Manager's office. Why did the City of Tucson send four, you know, two engine companies, or four engines, and all that personnel? What if something would have happened in the City? That's a legitimate question to ask. I don't fault them for that. We have to be able, so the, the final that I put in my assessment, like I said, I won't spend an hour or two going through each line by line, the final that I put in my assessment is the way that we are going now, in my opinion, we are not sustainable. We'll continue to provide service. They'll continue to provide service, barely. The way that I describe it, as a Public Safety Director, I've described it to my Captains, every (inaudible) we come in with a roll of duct tape. Okay. What are we gonna patch today? Is it a fire truck? Is it a staffing issue? Did something electrical break down? It's a, and no wonder that morale of the Reserves is affected and they don't want to come in. They don't want to come in. They'll come in when it's convenient for them, but they have the luxury to do that. We are at their mercy. And in, in my 32 years of working in Public Safety, that is not a good place to be. But we are at the mercy of volunteers and Reserves to run operations on a daily basis. So, that's it in a nutshell is we need, well, to start with, like Ms. Moreno said, short-term fix, to get our Reserves in here for now, let's give, throw some incentives at 'em. Premium pay on holidays, 'cause they get that at the full-time Reserve. Additional pay per hour. Work more on, on getting grants. You know, I definitely plan to be more involved with the Fire Department and spend a little more time there since I've got a capable Commander on the Police side to run operations there. That, I think will help, but again, it's a short-term fix. We need full-time fire fighters. We need to increase the budget in order to provide proper service. Again, as I mentioned earlier, most of their calls are medical calls. That impacts every resident here. You may not get a fire in your lifetime, your house burning, but you're probably gonna need EMS, whether it's a, you know, a heart issue, whatever it may be. And we all know as we get up in years, we need medical help a little bit more than others. Certainly more so than our City Attorney, generally speaking. And it takes good staffing, certainly more than two to provide good patient care to our residents. Think about, if you will, visualize CPR. You trade off. You get tired, another person comes in, they do CPR. You still need somebody taking notes. You still need somebody doing bios. You still need somebody, you know, doing telemetry, talking to the hospital. Two people, even three people is a challenge. But yet, that's what we're working with right now. And we have been for at least the time that I've been here. And I know there's been a steady decline over the years. I guess I just happened to get pretty close to where we're down at the bottom now. And I haven't even touched, like Ms. Aguirre will, on the money and the pension part of it, which she will get in detail about. If anything should get anybody's attention, it's money.

Mayor Teso: Right.

Chief Amado: For sure.

Mayor Teso: Right.

Chief Amado: That, that's all I have. Like I said, I didn't want to go through each one of these things. What I explained to you is, is the gist of what's in the assessment. You can certainly read it and if you have any questions, please feel free to call me, shoot me an email, get a hold of the Interim City Manager and we can discuss that.

Mayor Teso: Okay.

Councilwoman Rogers: Mr. Mayor, I just have ...

Mayor Teso: Ms. Rogers.

Councilwoman Rogers: ... (inaudible) that I'd like to share in the minutes. In terms of, first of all, thank you for the reports, both of you. And I don't know, having lived here since January of 1992, that I've seen the fire fighters many, many times and truly, it has nothing to do with either of these two, but it is a total mess, a total mess. And we are, someone said to me about four to six weeks ago, "Why are seven of you getting a stipend when we don't even have an ambulance operation going here?" Everybody that comes to retrieve somebody to get to the VA is in a big large gas filled ambulance. We need four people on duty, blah, blah, blah, blah, blah. So, I did say, "I'm not sure, but I'll look it up." So that's my input.

Councilman Romero: A couple of observations here. A while back ago, we proposed, we were just throwing it around, that maybe we should get, get a contract with the City to have when we have fires. You know, to make these guys Fire Marshalls or something. That was shot down because certain Council members wanted their fourth man, they wanted their Fire Department. The same Council members also shot down the idea well, maybe we should raise our taxes so we can afford this stuff. We didn't get the taxes raised. We don't have a fourth man. We can't afford a fourth man. We can barely afford the third man. We're gonna have to do something about this. Either we swallow our pride and raise taxes to be able to do something like this. Another thing, and I might get in trouble over this, but we've had a lot of fires at the Spanish Trail. How come nobody has gone up there and condemned the damn place and made 'em tear it down? It's a health hazard. It's a fire hazard. We've got a lot of empty houses here in South Tucson that are also fire hazards. I would propose getting the Fire Department, with our Code Enforcement, go over there, start tagging these houses and forcing 'em to get rid of 'em. That's another option we have. Take it with a grain of salt.

Mayor Teso: Anybody else have any comments?

Acting Mayor Diaz: Chief, were you also proposing to turn on the siren again?

Chief Amado: The siren?

Acting Mayor Diaz: Yeah. The ...

Chief Amado: We have a siren?

Acting Mayor Diaz: The volunteer siren.

Chief Amado: Oh.

Acting Mayor Diaz: No, I'm just kidding.

Chief Amado: I'm not even sure it's still operational. There's probably a lot of (inaudible).

Acting Mayor Diaz: Just, but, or also, in regards to the Community Development Block Grant, are you getting money for that for equipment and stuff?

Chief Amado: The CDBG?

Acting Mayor Diaz: Yeah.

Chief Amado: Mr. Mayor and Acting Mayor Diaz, yes, it's pretty much what's sustaining the Fire Department right now. In fact, we get some on the Police side, and just, while at least every year that I've been here, we've transferred ours over to the Fire Department because we have a lot of restrictions that we can use that with, or can't use it with. So, we give the Fire Department what we have. But every year, as I've noticed, CDBG doesn't go up. Okay, it either stays the same or it goes down. So, we're relying on somebody else to provide money and it's, it's helped, but again, it, it's not the same every year. But Acting Mayor Diaz, in my opinion, I think the Finance Director and the Captains will agree, CDBG has helped us a lot. It's helped with us with the repairs on the fire trucks. It, it's very limited to what you can use it for, as you know. But it's more limited on the Police side, but yes, we do still get.

Acting Mayor Diaz: Okay, thank you.

Chief Amado: Yes, sir.

Mayor Teso: I know the CDBG funding has been dwindling for about the last fifteen, twenty years. It's been going downhill.

Chief Amado: Yes, sir, it has.

Mayor Teso: And, I mean it was pretty free flowing back in the early 2000's, prior to 911. But I know that it's got some real problems. We can't depend on that for, as a large support mechanism, you know, for Public Safety at all. And I think, I think Mr. Romero is right. I mean we have to reconsider this whole thing about taxation. We need to get some funding and we're gonna have to ask the citizens, you know, the residents for the funding to support that. I, it was no, we're, we're so risky, you know, that I'm sure that at some point in time, we're gonna have some major challenges. We've had some major challenges already, but, with liability and things like that. I mean it could easily become a lawsuit and, you know, bigger problems ahead. So, I don't know. It seems to me that we should start some kind of Study Sessions here in the near future, you know, to get prepared for asking residents for a little bit of relief in terms of raising some revenues for the Fire Department and the Police Department as a whole.

Chief Amado: Mr. Mayor, members of the Council, if I may, I think you hit on something that is frustrating for me and it's frustrating for staff ...

Mayor Teso: Yeah.

Chief Amado: ... especially when (inaudible) Fire Department is. We are relying so much on someone else.

Mayor Teso: Yeah.

Chief Amado: We're relying on Reserves to come in and staff. We're relying on the City to come in and put out our fires. We're relying on CDBG to give us money. At some point, we need to be self-sufficient. And self-sustainable.

Mayor Teso: Yeah.

Chief Amado: And it seems like maybe at one time we were and it's just gone downhill. You're absolutely correct. CDBG is not increasing every year. It's decreasing. But again, we're relying on, on somebody else.

Mayor Teso: Right.

Chief Amado: The pension part of it is, is one component. The thing that is more important to us is the safety part of it. As I've said at meetings, I've said this to Ms. Moreno, I've said this to my Captains, I would much rather apologize to the Finance Director that we overspent and that the City may not have to be paying than have to apologize to a family member that their fire fighter husband, daughter, aunt, uncle, whatever it may be, was seriously hurt or, God forbid, killed because of poor equipment, because of lack of Reserves, because of lack of staffing, whatever the case may be. That, to me, is much more of a liability, much more important than the other. Not to say that the other is not important, 'cause we can't spend money we don't have. But I, I agree with you completely is that we've got to find some way to sustain ourselves again instead of, as I've said to Ms. Moreno, reaching out our hand, going okay, what can we get to run operations. They give A1 service. Mr. Akanni, Councilman Akanni can attest to that when he was having his heart issues. They are there very quickly. We need, we want to continue to give that service.

Acting Mayor Diaz: Just one more comment. When, I don't, I forgot his name, but Corey was here. We tried transportation and he presented it and everybody shot that down. We've tried all kinds of ways to raise money for the Fire Department through, when Corey was here and he was always shot down, so, you know, we, we've, for some reason, we're where we're at because of circumstances. What we gotta do now is look at it hard and go forward. I do believe that this is at least a start. So, that's my comment.

Chief Amado: Mr. Mayor, Acting Mayor Diaz, it is my hope, as the Public Safety Director, that this is something that you can all find common ground on. Public Safety should not be a partisan issue. Sadly, in our country right now, it seems to be. It should not be here. You're all residents of South Tucson. I'm sure you want that A1 service to continue. So, I'm hoping that everybody can come together on a solution.

Vice-Mayor Lopez: I have a question to the Chief. It's a good report. History and what's been going on for all this time. Is there a prioritization list of how you see how things need to be replaced, repaired, you know, so like for instance, like we may very well need a new fire truck as a priority over everything else. And the reason why, if you don't have your truck, then you don't need your Fire Department 'cause they can't go and fight the fire.

Chief Amado: Correct.

Vice-Mayor Lopez: So, my question to you, is there a priority list as to where, I know the equipment, we're, we're hitting anything that's important; the equipment, the truck, personnel. So, your recommendation, is there a priority list that we could probably use it as a measuring tool to make decisions.

Chief Amado: Mr. Mayor, ...

Vice-Mayor Lopez: Not, not as a concrete decision, but ...

Chief Amado: Right. Mr. Mayor, Vice-Mayor Lopez, in my opinion, and I'll also ask my Captains to give their opinion if they agree, disagree, it seems to me that staffing right now is really important. I hear what you're saying. If a fire truck breaks down, you're not gonna get to a fire. If you don't have the fire fighter to run that fire truck, you're still not gonna get to a fire. And right now, they're doing it with two or three per shift. We should have full-time fire fighters to start. As far as the staffing issue goes, so they don't have to worry about, you know, playing with the schedule, if the schedule is a challenge, and we have more control over full-time fire fighters. The Fire Department, like the Police Department, is a paramilitary organization. There's a structure of command, something you're very familiar with. You can order somebody to come in. You can't do that with a Reserve. They're gonna go, yeah, that's nice. I'm gonna go now. They're Reserves. They're volunteering. But yet, we are relying on them. If they say, you know, I'm with my family. I've got something else I'm doing. Okay. They're not coming in. If we have full-time fire fighters, one or two, one or two to start, not being unreasonable, it puts us with a staffing and the two in two out, like Ms. Moreno said, you know, to get to four we still gotta get to three and to two. Basic math, right? So, we've gotta work on that first before we even get there. Any input from my Captains?

Captain Luna: Yes. Mr. Mayor, Vice-Mayor Lopez, members of the Council, I would agree with the Chief on that is that we want to see personnel. If we were to have a list, priority, personnel would probably be number one, truck would be second, and so on and so forth. There's many things, there's many components to the Fire service that we talked about. And one of the things is, is for us, if we're having a good day and everybody is working and we have a full staff of, of four, then the truck is more of a priority. If, if we don't have staffing and the truck is running great, well, then the staff is what we're looking at. So, we're kind of piecing things together and we're still trying to move forward. So, there's many, that, that list is great, but the priorities, as the Chief said, is personnel is gonna be the biggest because that's gonna keep us the safest in a fire, especially on the medical call, as the Chief said. So, so I would say that personnel is the most important. The more bodies you have, the safer the residents and we will be.

Captain Leyvas: Mayor and Council members, I agree with Captain Luna and what the Chief is saying as well. Right now, I had to stay back today, for example, Capt. Luna only had one green fire fighter with him at, at the

time. I could not abandon ship for him because what's he gonna be doing running the show, doing size up, you know, fighting fire, pumping. He has a lot of tasks to do. With the fire fighters green, he, he has the experience, other than what (inaudible) what he learned in the Academy. But to make my point is that he was by himself today. And I could not leave him here by himself. So me, as a Captain, I had to step it up to say, hey (inaudible) the fire fighters to come in because they're out there at Drexel Heights, Picture Rocks, or Green Valley, or wherever, you know, doing their, their primary jobs. And this is not their primary job, like the Chief is saying. So, you guys have to come up with a plan. Maybe taxing the citizens to, to actually (inaudible) some money so we can actually sustain the Fire Department here.

Mayor Teso: Thank you.

Vice-Mayor Lopez: Thank you.

Capt. Leyvas: You're welcome.

Mayor Teso: Mr. Romero.

Councilman Romero: Let me make an observation here. Every once in a while, I've see the fire engine take off. They're going down 6th Avenue, going up north or wherever they're going. And two or three guys, they're all in the fire (inaudible). And I asked a stupid question once. I said, "Where are the guys going?" "They're going to lunch." We got an \$800,000 fire engine. We got a Tahoe sitting outside. Why can't one guy go and make an order, I'm gonna go to, hey, I'm going to Carl's Jr. today. Give me your order and I'll go pick the stuff up. Why don't he go in the Tahoe? Two guys stay back here in case there's an emergency. Why are we using the fire engine for that? I know these guys, there's three guys in case of an emergency. In case there's an emergency, there's two guys here that can jump in the fire engine and go to that fire, or whatever the emergency is. Call the other guy, he can come down. That's a cost-saving measure that we can do. There's no need to take the fire engine to Carl's Jr. or McDonald's or Burger King. And not all three of 'em got to go. I'm quite sure these guys all understand English and they can all speak English and do the ordering for everybody else. The City does it. Why can't we do it? That'll save us some money. Save wear and tire on our fire engines. I know they're pieces of junk, don't get me wrong. I know. But that's a cost-saving measure we have to do right now until we can get fully staffed and do what we have to do.

Capt. Luna: Mr. Mayor, members of the Council, I don't disagree with Councilman Romero. I don't. And if you were to look statistically on what we do and how we eat, and what we do in the firehouse when we're not running calls, and if we monitored it, sure, there are times to where we're hungry and nobody brought food. So it stands to reason that we do do that. So, it's not on a regular basis. A lot of times we cook, you know, in-house, that type of thing. Now as far as the, the luxury of, of having to do that, and I understand the cost-savings of, of not doing that, but Tucson Fire, just speaking about them as compared to us, they have 25 members sometimes at one station. So they do do that. They send one guy out. He goes to the store and gets all the stuff. Now with us, since we only have three guys most of the time, it's harder to do that. Now, even if they went in the truck, we always talk about, okay, even though Tucson Fire is coming in as, as the, the backup crew or whatever's gonna come, we still initially get to the scene first. So, that first three to five minutes to seven minutes it's gonna be how we base the operation, and how we get started, as to how that rest of that fire is gonna go. So (inaudible) the Captain and I that we're gonna stay together because we

always live off the what ifs; what if we get a fire. And it's happened. Not often, but it has to where now, we're, we're step back in time, the few, very few minutes that each, each individual incident starts, that creates, that sets the tone for the rest of the fire. So, again, and I do understand you, and we try not to do that as much as possible, but sometimes it's unavoidable.

Councilman Romero: And, see, I agree with you. But then again, I'm a Council member. You see residents down the street. They say, hey, there goes the guys. They're going down to Whataburger. Or, there goes the guys. They see that.

Capt. Luna: Sure. Sure.

Councilman Romero: They don't know the reasons why, but they see that.

Capt. Luna: Yeah.

Councilman Romero: That's something we gotta work on.

Capt. Luna: Yeah, absolutely. And I, and I, I do, I do witness also other residents that we show up, they're so happy to see us because by the time the transport gets there, it's twenty minutes later and we're doing CPR for twenty minutes and we save a family member. So those residents are happy as all heck that we had, they still have a Fire Department, even if it's three guys, but that's who they see first. Three to five minutes on average, every single call. So, it's, it's a give, it's a balance, you know, so I understand. I understand.

Chief Amado: Mr. Mayor and Councilman Romero, I have no issue if you get a question from a resident for me to talk to them and try to explain as much as I can as a Public Safety Director. They either take our response or they don't. You know, ...

Councilman Romero: You know, and they've asked me. And you know what I tell 'em? These guys run in the truck. In case there's an emergency, they're there. And that's all I tell 'em. Which is true. But then, again, you know, if people see this, they get the first impression. What the hell are these guys doing out joyriding.

(Simultaneous conversation)

Captain: And, and we get it 'cause, you know, historically, right, the fire fighter, you guys do nothing but watch TV and, and, you know, ...

Councilman Romero: Sit on your recliners.

Capt. Leyvas: Yeah. We've been told we're lazy. We don't do anything. We just watch TV all day. I've heard a thousand, I've heard all kinds of stories about fire departments. But in reality, when everybody, when you guys go to sleep, when everybody's sleeping, guess who's running calls at 1 o'clock in the morning? Guess who puts fires out when everybody else is sleeping? Nobody thinks about that. Sometimes we're up all night. Sometimes we're fighting fires six, seven hours, like the Spanish Trail fire. You know, nobody considers stuff like that. Everybody thinks about the negative stuff. You know, why is the Fire Department going to

Whataburger? Why is the Fire Department, you know, there's no positive for the Fire Department. We can never do wrong, uh, right because it's always something negatively thrown in our face. But if you guys want to ride with us one of these days and experience what we experience, you're more than welcome to.

Chief Amado: Mr. Mayor, members of the Council, (inaudible) want to draw this out any more as Ms. Aguirre has her presentation to give. The cost-savings part of it is a good start to a conversation. Obviously. Those are the things we need to talk about. We have some things that are pressing. While that does save money, it's not gonna pay for a full-time fire fighter or help you know, it helps some of the other issues that we have. I'm not dismissing Councilman Romero's suggestion at all. The Captains aren't either, but what started this is this assessment and this need for much more than some savings, you know, on gas or wear and tear. But it is an important conversation to have once we get to that point where we have the luxury to have that conversation. If that makes sense.

Mayor Teso: That makes sense.

Councilwoman Rogers: Mr. Mayor, I just want to add to that since you speaking, Mister, Councilman Romero about that. I want to enter into it that this Council takes this very, very, very difficult (inaudible) we could donate our stipend at this time until we get better. But I really would like to know from the Financial Manager how much it's gonna cost to have this handled besides this \$35,000. Because I know we spend \$2,000 a month on us. And how many (inaudible) thousands and I'll get it. I know how to get it. We had our own volunteer fire department, so, in Corona. I'd like to know more about where we're gonna get money. So we're gonna get in the newspaper, other than Spanish Trail.

Mayor Teso: Anyone else have any other comments?

(No comments from the Council)

Mayor Teso: Okay. Moving on then to, thank you very much, Chief and.

ITEM #09 - RESOLUTION NO. 20-28 OF THE MAYOR AND COUNCIL OF THE CITY OF SOUTH TUCSON, ARIZONA, AUTHORIZING AN FY 2020-2021 INTERDEPARTMENTAL BUDGET REALLOCATION (BUDGET TRANSFER) WITHIN ESTIMATED REVENUE AND APPROPRIATIONS FOR FISCAL YEAR 2020-2021; DECLARING AN EMERGENCY TO EXIST

Ms. Aguirre: Do you want me to now or ...

Ms. Moreno: Yeah.

Ms. Aguirre: ... (inaudible)?

Ms. Moreno: Of course. Now, unless anybody has any other questions for the Public Safety Director, we'll turn it over to the Finance Director.

Mayor Teso: Okay.

Ms. Aguirre: Thank you, City Manager. Mr. Mayor, members of the Council, I hope you don't mind. It's just, it's better, it helps when I talk without the mask. So, by this point, you've already gotten the background as provided by the City Manager, by the Public Safety Director. You've got, you know, some input from our Fire Captains here. And what you've all heard, you know, is safety comes over money. I completely agree. However, you can only stretch money so far. Okay? With that said, we have two challenges here. On one end, you have the challenge or a risk of running with really low staffing. We've been doing it with three, so we don't want to run the risk of, you know, running with two. Okay? So that's, that's the challenge. Plus, it's been putting a lot of added pressure, okay, on our Captains here who have to stay over and put in that additional overtime because they run into overtime with their normal shifts. So this is additional overtime. That's added stress on them. And then there's also the strain on the pension liability. And that's at the other end, you know, being careful so that we don't incur this additional liability, or to where how, you know, the Reserves are staffed or scheduled puts them into that eligibility. So it's finding that balance. We know that there's a lot of need. The Manager said it. The Public Safety Director said it. But this is gonna take some long-term planning. So, we want to look at what we can do short-term. Short-term because you've got those two spectrums here; on one end, you've got that risk with the low staffing; the other end, the pension liability. And already, there's 3.1 million in unfunded liability. We pay about 300% on payroll costs. That's one of the reasons why bringing on additional bodies at this time, that are full-time, would be so expensive. Okay? But we do want to visit that here in the coming months, working in collaboration with our financial advisor to see what options are available. Stifel has been working with counties and cities across the state and he is actually, I don't know if any of you registered for the, for the presentation that will be provided by PSPRS at the Leagues Conference. I believe, but he's the main speaker. So, very, very knowledgeable. At that point, we'll probably involve and have the Director of PSPRS come down here and give you some feedback because the thing is, the debt is the debt. And it has to be paid. So, it's just exploring options of how to pay that in order to alleviate a little bit of pressure on the budget so that you can do what you have to do. So that you can then staff people, you know, possibly full-timers. I don't know. But you guys can all see that down the line, but there has to be a little bit of shifting there of, on that liability. So, short-term fixes. As listed on my executive agenda here, "A" would be to increase the Reserve pool. That's continuous. The Fire Captains are always working with HR and with the Public Safety Director to bring on new bodies. Okay. That's continuous. So they're already doing that. They've got about 38 currently on the roster. "B" would be to provide pay incentives, which is one of the things that we're gonna talk about right now because here you've got these two ends of the spectrum, those two ends of viability. What we want to do right now for the short-term is see, okay, what can we do to attempt to alleviate some pressure on the pension liability as well, while, at a minimal cost to the budget. And so we'll go into that a little bit here in a few minutes to address Councilwoman Rogers' question. And the third one is, you know, how do we fix this, fix the pension liability, split up some liability here, alleviate pressure on the budget so you can start long-term planning, bringing on full-timers. So, on page two of the handout, what you see here is the Reserve budget. Currently, you've got a couple of positions there. You've got your Reserves, Reserve Captain, for a total of \$271,000 at the time it was adopted, how the budget was adopted. Recommendation number one would be to give them \$1.25 increase an hour. The cost for that would actually be \$26,000, \$26,761. Recommendation number two would be to provide them all what we would call premium pay. As Reserves, they are paid, per se, a stipend, an hourly rate, but they do not receive benefit hours, okay, holiday pay. So, we call it premium pay as an incentive. The cost for that would be \$8,119. So, combined, the cost is \$34,880. Combined. Down at the bottom of that

sheet I gave you a little breakdown of how we arrived to the hours for that premium pay calculation. Now, currently, you have had a vacancy in the City Manager position. So, the savings generated from that to this point, actually through November, would be sufficient to cover this move in the budget transfer. Come next month, of course, my plan is to review the financials with you, have a good idea, present that to you how last year ended, how the first quarter did, but at this point, I think that you're covered with the savings that the City has experienced from having a vacant City Manager position up until now, and maybe up until November, that's sufficient because on a monthly basis, the savings in the City Clerk's budget is about \$6,500. So, multiply that by about five months or so, it's a little more than the amount that's required, than the \$34,000 that's required. Councilman Romero?

Councilman Romero: I have a question for you. Chief Amado is running the Police Department. He's also running the Fire Department. Is he getting paid for both positions, or is he getting just a bump on his Chief of Police thing? 'Cause that would seem to me that if we have a vacancy in the Fire Chief, we'd have extra money in there. Do you agree or you don't agree, Mr. Amado?

Chief Amado: Mr. Mayor, Councilman Romero, to answer your question, I am not getting paid anything additional. I, I took on an extra department at the pay that former Chief Mike Ford ...

Councilman Romero: Okay.

Chief Amado: ... was making.

Councilman Romero: I didn't know, but ...

Chief Amado: Yeah.

Councilman Romero: ... that would, that would seem to me that we have extra money as a Fire Chief since we don't have one right now.

Chief Amado: And when I came on board, Councilman Romero, we didn't have a Fire Chief. We had an Administrative Captain who was getting a 10% stipend I think it was. And what I did was I told, we had that discussion. (Inaudible) said, you know, this is still funded. I said I've got two Captains, myself, we'll figure this out. And take that money and use it for General Fund pension. So, it was actually absorbed back in.

Councilman Romero: Okay. Yeah, I stand corrected. I didn't know that you guys had did that.

Chief Amado: Did I mention that I'm not getting paid extra for the Fire Department?

(Laughter)

Ms. Aguirre: Yes, so Mr. Mayor, thank you, Public Safety Director, for, for bringing that to light. That is indeed correct. And if you pool the budget from fiscal year, I believe it was '17, '18, '19, what you see is that there was budget amount in there for a part-time Fire Chief and an Admin Captain, but over time, that got absorbed by the increasing cost of pensions, because it went from about 100% to 300%. And so, those were measures

that were taken to unfund those positions, not eliminate them, but unfund them. And if anybody else has any other questions.

Councilwoman Rogers: Mr. Mayor, (inaudible) use our time (inaudible) take a vote or whatever, but I wondered if Leyva could answer the question for me, is it even legal to be open with only two fire fighters in the City?

Mayor Teso: I'm not sure about that.

Mr. Yu: Mayor, and members of the Council, Councilwoman Rogers, while it, while it is, as everyone has mentioned in terms of the OSHA standards, the standard is to have four on a shift, and having much less than four on a shift puts us at potential liability.

Councilman Romero: I didn't understand him either, Rita.

(Simultaneous conversation)

Councilman Romero: Take the mask off for second.

Councilwoman Rogers: Without the mask. (Inaudible).

Mr. Yu: So what I was saying is that while it is legal to have two on a shift, it is well below the OSHA standard of four on a shift. And being significantly below four on a shift, would, could, could also have legal liability.

Councilwoman Rogers: Yeah.

Councilman Romero: Thank you, Bob.

Councilwoman Rogers: Thank you.

Acting Mayor Diaz: Mr. Mayor, if there's no further discussion, I move for Resolution No. 20-28 of the Mayor and Council of the City of South Tucson authorizing a fiscal year 2020-2021 interdepartmental budget reallocation (budget transfer) within the estimate revenue and approve these recommendations one and two of Agenda Item #08, appropriated for fiscal year 2020-2021, and declaring an emergency to exist.

Councilwoman Rogers: Second.

Mayor Teso: If there's no further discussion, we'll move onto Roll Call.

Mayor Teso: Mr. Romero.

Councilman Romero: Aye.

Mayor Teso: Ms. Rogers.

Councilwoman Rogers: Aye.

Mayor Teso: Ms. Romero.

Councilwoman Romero: Aye.
Mayor Teso: Mr. Oyegbola.
Councilman Oyegbola: Aye.
Mayor Teso: Mr. Diaz.
Acting Mayor Diaz: Aye.
Mayor Teso: Mr. Lopez.
Vice-Mayor Lopez: Yes.
Mayor Teso: Aye. Motion carries.

ITEM #12 – ADJOURNMENT

Mayor Teso: Do we have a motion?

Councilwoman Rogers: So moved.

Vice-Mayor Lopez: Second.

Mayor Teso: Mr. Romero.
Councilman Romero: Aye.
Mayor Teso: Ms. Rogers.
Councilwoman Rogers: Aye.
Mayor Teso: Ms. Romero.
Councilwoman Romero: Aye.
Mayor Teso: Mr. Oyegbola.
Councilman Oyegbola: Aye.
Mayor Teso: Mr. Diaz.
Acting Mayor Diaz: Aye.
Mayor Teso: Mr. Lopez.
Vice-Mayor Lopez: Yes.
Mayor Teso: Aye. We are adjourned.

The meeting adjourned at 7:19 p.m.

Mayor

ATTEST:

Veronica Moreno, City Clerk

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Regular Meeting of the City Council of South Tucson, Arizona, held on the 20th day of October, 2020. I further certify the meeting was duly called and a quorum was present.

Dated this _____ day of _____, 2020.

Veronica Moreno, City Clerk

REGULAR MEETING:

NOVEMBER 17, 2020

AGENDA ITEM #08:

INSTALLATION OF NEWLY ELECTED COUNCIL MEMBERS

- PAUL DIAZ
- HERMAN LOPEZ
- RITA ROGERS
- ANITA ROMERO



CITY COUNCIL AGENDA REPORT

TO: Mayor and Councilmembers **NOVEMBER 17, 2020**

FROM: Veronica Moreno, Interim City Manager/City Clerk

SUBJECT: Newly elected council members to be sworn in.
Paul Diaz
Herman Lopez
Rita Rogers
Anita Romero

The oath of office to be administered by the Honorable Darlene Chavez, City of South Tucson Magistrate Judge.

AFFECTED DEPARTMENTS: MAYOR AND COUNCIL

TITLE OF AGENDA ITEM: INSTALLATION OF NEWLY ELECTED COUNCIL MEMBERS

City Clerk Veronica Moreno, has certified that at a PRIMARY ELECTION held in and for the said City of South Tucson, on the 4th day of August, 2020, Paul Diaz, Herman Lopez, Rita Rogers, have received the required number of votes cast for a seat on the City Council of South Tucson, term beginning November 17, 2020 and expiring November 2024, and duly elected to said office, as appears by the Official Returns now on file in the City Clerk's Office and as canvassed and declared by the City Council of said City September 1, 2020.

City Manager Concurrence: _____

REGULAR MEETING: NOVEMBER 17, 2020

AGENDA ITEM #09: ELECTION OF MAYOR



CITY COUNCIL AGENDA REPORT

TO: Mayor and Councilmembers **NOVEMBER 17, 2020**

FROM: Veronica Moreno, Interim City Manager/City Clerk

SUBJECT: APPOINTMENT OF MAYOR

AFFECTED DEPARTMENTS: MAYOR AND COUNCIL

TITLE OF AGENDA ITEM: APPOINTMENT OF MAYOR

AGENDA ITEM #09: ELECTION OF MAYOR

The Mayor is responsible for representing the City in ceremonial and regional events, to include serving as the City's representative on Pima Association of Governments (PAG) and Regional Transportation Authority (RTA). The Mayor presides over the meetings of the City Council and serves as a tiebreaker if necessary.

CITY OF SOUTH TUCSON – CITY CODE

Chapter 2 ARTICLE III. OFFICERS AND EMPLOYEES

Sec. 2-53. Mayor generally.

ARTICLE III. OFFICERS AND EMPLOYEES

Sec. 2-53. Mayor generally.

At the first meeting after their election and qualification, the council shall elect a mayor from among their number. The mayor shall preside over all meetings, emergencies; formal occasions, receptions and whenever required or empowered to do so by the council.

RECOMMENDATION(S): Motion to elect _____ as Mayor.

City Manager Concurrence: _____

REGULAR MEETING: NOVEMBER 17, 2020

AGENDA ITEM #10: APPOINTMENT OF VICE MAYOR



CITY COUNCIL AGENDA REPORT

TO: Mayor and Councilmembers **NOVEMBER 17, 2020**

FROM: Veronica Moreno, Interim City Manager/City Clerk

SUBJECT: APPOINTMENT OF VICE-MAYOR

AFFECTED DEPARTMENTS: MAYOR AND COUNCIL

TITLE OF AGENDA ITEM: APPOINTMENT OF VICE-MAYOR

AGENDA ITEM #06: APPOINTMENT OF VICE-MAYOR

CITY OF SOUTH TUCSON – CITY CODE

Chapter 2 ARTICLE III. OFFICERS AND EMPLOYEES

Sec. 2-54. Vice Mayor.

(a) There is created the office of vice-mayor. The vice-mayor shall be chosen by the mayor from the members of the council at the first regular meeting of the council subsequent to their election and shall serve until mayor chooses another member or new mayor is elected by the members.

(b) The vice-mayor shall act as mayor pro-tempore during the absence or disability of the mayor. In case of a vacancy in the office of mayor, the vice-mayor shall act as mayor until such vacancy is filled. During such absence, disability or vacancy, the powers and duties of the office of mayor shall devolve upon the vice-mayor.

RECOMMENDATION(S): MAYOR: Motion to elect _____ as Vice-Mayor.

City Manager Concurrence: _____

REGULAR MEETING: NOVEMBER 17, 2020

AGENDA ITEM #11: APPOINTMENT OF ACTING MAYOR



CITY COUNCIL AGENDA REPORT

TO: Mayor and Councilmembers **NOVEMBER 17, 2020**

FROM: Veronica Moreno, Interim City Manager/City Clerk

SUBJECT: APPOINTMENT OF ACTING-MAYOR

AFFECTED DEPARTMENTS: MAYOR AND COUNCIL

TITLE OF AGENDA ITEM: APPOINTMENT OF ACTING-MAYOR

AGENDA ITEM #06: APPOINTMENT OF ACTING-MAYOR

CITY OF SOUTH TUCSON – CITY CODE

Chapter 2 ARTICLE III. OFFICERS AND EMPLOYEES

Sec. 2-54-1. Vice Mayor.

(A) There is created the office of acting-mayor. The acting-mayor shall be chosen by the mayor from the members of the council at the first regular meeting of the council subsequent to their election and shall serve until mayor chooses another member or new mayor is elected by the members.

(B) The acting-mayor shall act as mayor pro-tempore during the absence or disability of the mayor and vice-mayor. In case of a vacancy in the office of the vice-mayor, the acting-mayor shall act as vice-mayor until such vacancy is filled. During such absence, disability or vacancy, the powers and duties of the office of mayor and/or vice-mayor shall devolve upon the acting-mayor.

RECOMMENDATION(S): MAYOR: Motion to elect _____ as Acting-Mayor.

City Manager Concurrence: _____